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ABSTRACT

A newsletter on issues pertaining to women's rights on campuses and in employment is presented. Developments and issues include the following: initiation of intercollegiate athletic championships for women in nine sports; a charge of unequal pay for women coaches; university cases of alleged sex discrimination in athletic programs; reference to maiden name on college admission forms; coordination of civil rights enforcement by the Equal Employment Opportunity Commission and the Department of Labor's Office of Federal Contract Compliance Program; a ruling by the U.S. Supreme Court that racial quotas imposed by Congress are constitutional if designed to remedy past discrimination and if the quotas are flexible and temporary; a ruling that universities are to be treated similarly to other employers when they are charged with sex discrimination in employment practices; court cases regarding faculty tenure, equal pay, and sex discrimination; an organization formed at Cornell University to fight sex discrimination; the comparative status and earnings of men and women professors; women and minorities in professional fields; the status of women and minorities in California's postsecondary institutions; a new project to monitor Pregnancy Discrimination Act enforcement; the status of women in the federal government; help for displaced homemakers; sexual harassment and students; sexual harassment and employees; Black women in higher education; college enrollment trends; women's studies programs; fellowships, awards, and scholarships; and resource materials. (SW)

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on campus with women

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SPORTS

MEN'S INTERCOLLEGIATE ATHLETIC GOVERNING ORGANIZATIONS VOTE WOMEN'S CHAMPIONSHIPS

In May 1980 the National Association for Intercollegiate Athletics (NAIA) adopted a proposal to initiate intercollegiate athletic championships for women in nine sports beginning in the fall of 1980. Previously, in January 1980, the National Collegiate Athletic Association (NCAA) voted to initiate championships for women in five sports in Division II and III beginning in the fall of 1981. The Association for Intercollegiate Athletics for Women (AIAW), currently the only organization sponsoring intercollegiate athletic championships for women, offers a three division program of championships in 17 different sports.

While Christine Grant, President of AIAW, attacked the NAIA and NCAA proposals as an attempt by the men's intercollegiate athletic organizations to "take over women's athletics and disenfranchise women in athletic governance," NAIA Executive Director, Harry Fritz, said the NAIA move was "simply a matter of providing opportunities for women." The NCAA characterized its similar actions as compelled by Title IX. AIAW President Grant took issue with both assertions, noting that "nothing in Title IX requires men's athletic associations to expand their authority into women's athletics and, in fact, by offering fewer championship programs for women than are currently available through AIAW's program, schools opting for NAIA or NCAA membership for their women's programs could find themselves in violation of Title IX."

The question of dual membership, which is permitted between NCAA and NAIA for men's programs, is more complicated between AIAW, and NCAA and NAIA because some AIAW rules permit or require actions that violate NCAA and NAIA rules and vice versa. For example, AIAW requires schools to permit eligible transfer students to play during the first year after a transfer but prohibits financial aid based on athletic ability during that year; NCAA and NAIA prohibit play but permit immediate athletic aid. AIAW recruiting, competitive division declaration and eligibility rules are similarly irreconcilable with those of the men's organizations. In addition, AIAW requires member institutions to adhere to certain rules designed to identify and protect the rights of student-athletes. These rules have no counterpart in either the NAIA or the NCAA rules.

In calling the NAIA and NCAA actions a "take-over" of women's athletics, AIAW points to the failure of either men's group to provide equal governance representation or competitive programs for women and the fact, stressed by Grant, that those most direcly involved with women's athletic programs at affected institutions strongly oppose the incursion of NAIA and NCAA into women's athletics. "Unfortunately," she added, "unless college presidents are willing to intercede, in many instances the wishes of the women will be ignored or overruled, and those whose primary interests has been in men's athletics will simply impose their will on female subordinates, without regard for the 'will of the governed'."

Some institutional administrators noted that by expanding into women's athletics, NAIA and NCAA would offer schools an opportunity to place their men's and women's athletic programs under a single governance structure. The women objecting to the move counter that neither organization proposes to apply the same rules to men and women, and that by opting for more disadvantageous rules for women, institutions may find severe legal difficulties arising if they force their women's programs into men's organizations which then treat them in a second-class manner.

A drawing card for joining the NCAA, some institutional representatives contend, is the NCAA's ability to offer financial support for championship participation. But AIAW President Grant labels that support "illusory" because the cost of operating women's programs would "skyrocket under the NCAA's more

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EDITORIAL

Women: Chairman? Chairwoman? Chair!

—by D. Dean Carroll. Reprinted with permission from *Graduate Woman* May/June, 1980.
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One of the enduring lessons to be learned from this century's feminist movement is that the English language exerts a powerful force in restricting women's growth. Battles have been fought, for example, over the term *Ms.*, even though a cursory look over history would have demonstrated the logic of its acceptance; the French were successful during their social revolution with the word *citizen*, the Russians with *comrade*, and the Negroes with *Black*. Currently a controversy swirls around the term applied to the presiding officer of a meeting or committee. Dare one substitute *chair* or *chairwoman* for the more often heard *chairman*? A historical perspective and a look at the etymology render obsolete the firmly-held-conviction that the only proper and acceptable term is *chairman*.

Most of those who defend *chairman* rely solely on the most popular book of parliamentary procedure ever published--*Robert's Rules of Order*—which they think prescribes its exclusive use. Surprisingly, the book's author, Henry N. Robert, an army engineer, did not invent either parliamentary procedure or the rules governing its practice. History, in fact, credits King Edgar of England with developing the first orderly system of parliamentary governance as early as 959, and assigns the introduction of the term *parliamentary procedure* to a time predating Robert by centuries.

Robert's contribution, then, lay in his adopting a manual of parliamentary procedure already in existence in 1874, when he originally published *Rules of Order*. The adaptation became so popular, however, that it has been extensively republished and modified, becoming more authoritative with each edition. Ironically, General Robert merely adopted a manual that the practical genius Thomas Jefferson wrote in 1801 to guide the US Congress in its deliberations! Is it any wonder then that Robert, using rules written for an all-male assembly, assigned the term *chairman* to the presiding officer?

It is eminently clear, nevertheless, that he did not intend to restrict such use to *chairman*. In his difficult book with its hopelessly complex rules (which he hoped would be an "invaluable guide to fair and effective procedure"), he clearly indicates that a society has a perfect right to assign a "special title" to the presiding officer and calls attention to the fact that *moderator* is often used in religious assemblies and that *Mr. Speaker* or *Mr. President* is used in the US Congress. Furthermore, he instructs the presiding officer not to say "I appoint," or "It's my appointment," but "The chair appoints," or "It is the opinion of the chair." Thus, alternatives to *chairman* are implicit in Robert's prose.

Those who defend the use of *chairman* etymologically may pause to reconsider their stance after looking at the three terms *chairman, chairwoman,* and *chair* in the *Oxford English Dictionary* (OED). The sole definition for chairman is "The occupier of a chair of authority." Noticeably, the neutered "occupier" fails to address the question of the gender of that officer. Not surprisingly, the definition for *chairwoman*—yes, the term is there—does use sexist language, to wit: "A woman who occupies the chair of presidency at a meeting, in a committee, etc." And the ninth definition of *chair* reads, "Often put for the occupant of the chair, the chairman, as invested with its dignity." Interestingly, *chair* is the oldest of the three terms, having made its entrance in the year 1647. *Chairman* dates from 1654 and, surprisingly, *chairwoman* is almost as early, having been introduced in 1699.

It seems clear from the examples given that *chair* has as great a historical claim as *chairman*. However, *chairwoman,* to use the OED language, seems "Hardly a recognized name" despite its early advent in the written language, and despite such eloquent practitioners as the great 18th century writer Henry Fielding and the illustrious *Pall Mall Gazette*.

Three courses are open to assembly members. They may, out of tradition and prescription, cry *Chair! Chair!* to attract the attention of the presiding officer. They may prefer *chairman*. Or, should they wish to remove the "hardly" from the OED, they may cry *Chairwoman!*

Of the alternatives, *chair* seems most logical. Given the number of women who are now presiding officers, it would be downright backward to insist on the use of chairman. That is why the eighth resolution passed at AAUW's Albuquerque Convention—instructing the Bylaws Committee to bring to the 1981 Convention a Bylaws change to allow the optional use of *chair* and *chairman*—makes so much sense.

That change in rules would bear out the truth of an observation Humpty Dumpty made to Alice:

"The question is," said Alice, "whether you can make words mean different things."

"The question is," said Humpty Dumpty, "which is to be master—that's all."

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extravagant system." In any event, Grant noted, the ten year old AIAW last year itself began a championship travel subsidy program and "expects reimbursement to schools to rise dramatically in the next few years."

While NAIA and NCAA justify their actions as increasing opportunities for women, many women in and out of AIAW see both efforts as attempts to stifle the increasing influence of women's athletics within collegiate athletics. Elizabeth Wheeler of *Women's Sports* magazine stated in the June 1980 issue, "[T]he N.C.A.A. is dedicated mainly to preserving competitive balance between schools. The A.I.A.W. is also interested in competitive balance, but it stresses the idea of the competitor as a student first and athlete second. . . . So institutions that side with the A.I.A.W. are not just sticking up for the old girls. They are, in effect, reswearing their loyalty to a new model for athletics."

Court Gives Green Flag to NCAA

The Court of Appeals for the 10th Circuit gave the go ahead for the National Collegiate Athletic Association (NCAA) to challenge the Title IX regulations concerning athletics.

A lower federal court in Kansas City (KS) had said that the NCAA did not have the proper legal authority, or standing, to challenge the federal rules on behalf of its member institutions. The appelate court reversed the lower court decision, and sent the case back to the lower court, where the NCAA's original question will be decided on its merits.

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The NCAA contends that the Title IX regulations are "arbitrary and capricious" and that they deprive institutions of the "freedom to determine the educational programs most suited to [them], free from interference of regulation by the federal government." In addition, the NCAA claims that the regulations exceed the Congressional intent of the statute and violate the Constitution.

However, the court stated that NCAA must prove that its members support the challenge of the regulations. The court said, "If more members of the association declare against the association's position than declare in favor of it, the association does not have standing." Thus, it seems that the NCAA will have to have the backing of its members before it can proceed in the lower federal court. [*NCAA v. Califano*, #78-1632, April 17, 1980.]

Coaches and Athletes Charge Sex Discrimination

Coaches and student-athletes at WASHINGTON STATE UNIVERSITY AT PULLMAN have charged the university with sex discrimination in almost every phase of the university's athletic program. The charge is being brought under the state's Equal Rights Amendment.

The coaches had previously filed a claim with the Equal Employment Opportunity Commission charging sex discrimination in salary and working conditions. The athletes had previously filed a separate charge with the Department of Health, Education, and Welfare's Office for Civil Rights claiming sex discrimination in travel, expenses, equipment, etc. Investigations were conducted in both cases, but the agencies made no findings so the women decided to go to court.

Women athletes at the school comprise 32 percent of the participants in the athletic program and have received 14 percent of the money spent on the program. The men have separate facilities for men's physical education classes and men's athletics. Many of the men's athletic teams have their own locker rooms. Women's physical education classes and all of the women's teams share the same locker room.

The university has made some progress toward providing more opportunities for women. The women's athletics budget has been increased for next year. There has also been some attempt to fund early return to school programs for women's sports teams and an effort to increase women's athletic scholarships.

The case will go to court in October.

Women Athletes Charge Sex Bias at Oregon State

OREGON STATE UNIVERSITY has been charged with sex discrimination in their athletic program under a state law which is modeled after the federal Title IX. The complaint was brought by 20 women athletes and six taxpayers who charged the university with sex discrimination in almost every aspect of its athletic program: scholarships, facilities, medical and training

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services, travel and per diem allowances, coaching and other funding. The case is now before the chancellor who will decide whether to order administrative hearings. [*Peterson v. Oregon State University.*]

EEOC Charges Unequal Pay for Women Coaches

The Equal Employment Opportunity Commission (EEOC) has filed a suit against an Indiana high school alleging that women coaches are paid less than men for equal work. [*EEOC v. Hobart Township Community School Corp.*] The Commission reported that an investigation disclosed that female coaches were paid less than male coaches, but were performing jobs requiring substantially equal skill, effort and responsibility.

This suit is the first EEOC suit on behalf of coaches under the 1963 Equal Pay Act. Several complaints have also been filed with the Office for Civil Rights at the Department of Education by coaches at high schools, colleges and universities.

EEOC regional attorney Laurie Young pointed out that this case is important because female athletes should have the same career opportunities as male athletes who can move into coaching. She said, "That's going to be the long-term benefit of suits like this. The immediate benefit will be to these coaches . . . If you're going to develop good female athletes, you've got to have something for them to do."

EEOC attorney Ruth Wyant clarified, "We don't look at job titles. We look at the essence of what they [the coaches] do." The Equal Pay Act requires equal pay for work entailing "equal skill, responsibility and effort."

According to counsel Margot Polivy of the Association for Intercollegiate Athletics for Women, however, the discrepancy in coaches' pay may be more pronounced at the college and university level. In 1978-79 major football and basketball schools allocated 15 percent of their salary budget to women's athletics, although women comprise 30 percent of their athletes.

TITLE IX

OCR Instructs School to Change Admissions Forms

The Office for Civil Rights (OCR) at the Department of Health, Education, and Welfare, shortly before the new Education Department came into being, advised AMERICAN UNIVERSITY (DC) to delete any reference to marital status from admissions applications forms for its undergraduate, graduate and professional schools. The Title IX regulation, which prohibits sex discrimination in federally assisted education programs, specifically prohibits schools from asking marital status of its applicants. In particular, OCR recommended that the law school admissions form be changed to substitute the phrase "any other name" for "maiden name." The school will also compile data by sex on applications, acceptances and denials for graduate and professional admissions and financial aid beginning in fall 1980.

Admissions Data: Tools to Compliance

Admissions data can be an effective tool in gauging the success of programs promoting educational equity. Using data for the 1978 academic year, a Department of Health, Education, and Welfare Title IX review found that most of STANFORD UNIVERSITY's (CA) graduate programs admitted women at a rate comparable to men. However, the review also found some discrepancies: Women had a lower admissions rate in the departments of chemistry and economics, and for the doctoral program in education. Although the disparities are not sufficient to conclude that there is discrimination, Stanford was asked to ensure that the discrepancies were not the result of discriminatory policies or practices. The university has instituted active recruitment programs in those areas as well as in the natural sciences, law, business, engineering and medicine where women are underrepresented. Other institutions may wish to collect and analyze similar data in order to measure and improve efforts to promote educational equity and to comply with Title IX.

FEDERAL UPDATE

EEOC and OFCCP To Coordinate Civil Rights Enforcement

The Equal Employment Opportunity Commission (EEOC) and the Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) have agreed to realign their relationship and streamline equal employment opportunity enforcement.

Both the EEOC and OFCCP investigate job bias based on race, sex, color, religion, or national origin. EEOC enforces Title VII of the Civil Rights Act, among other statutes, while OFCCP enforces Executive Order 11246 which covers employers doing business with the federal government.

Under the agreement most complaints filed with OFCCP would be considered jointly filed with EEOC, and would be investigated by EEOC alone, provided that they fall under the authority of Title VII or the other statutes enforced by EEOC. OFCCP would focus primarily on class-wide or "systemic" discrimination by federal contractors, while EEOC would handle individual complaints.

The key provisions of the memorandum of understanding include: a revised process for transferring most individual bias complaints to EEOC for investigation; an improved system for information exchange on current and projected enforcement actions to prevent duplication in selecting contractors for en-

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forcement activity; and an inter-agency committee in Washington, DC to develop joint standards for data collection, analysis, training, and other areas of enforcement activity.

The agreement was developed as part of a larger effort to improve coordination in the government's equal employment opportunity programs, mandated by President Carter's civil rights reorganization in 1978. The proposed agreement allowed for a 60-day comment period which ended June 23, 1980.

DOL Proposed Rule Would Bar Membership in Private Clubs

The Department of Labor recently proposed a rule under Executive Order 11246 which would prohibit government contractors, including colleges and universities, from paying membership dues to discriminatory private clubs if the contractor gains a business advantage by paying such fees. Executive Order 11246 prohibits federal contractors from discriminating on the basis of sex in employment.

The proposed rule notes that since club members can establish business contracts through membership, an employer may benefit from its employees' membership. Thus, employees whose membership dues are paid by the contractor may gain a professional advantage over those who are excluded from membership in these organizations. The proposed regulations would not, however, prohibit federal contractor employees from paying their own membership fees in discriminatory private clubs. For further information contact Edward Mitchell, Director, Division of Program Policy, Office of Federal Contract Compliance Programs, U.S. Department of Labor, Washington, DC 20210.

Council on Women's Ed Programs Issues Annual Report

The National Advisory Council on Women's Educational Programs published in March its fifth annual report. *Equity for the Eighties* describes steps taken by the council during 1979 to implement the Women's Educational Equity Act under which the council was established in 1975. The 28-page report also details the council's activities regarding civil rights, minority women, vocational education, the Higher Education Act, and the White House Conference on Families. Copies of the report are available at $2 prepaid from the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402. Stock #017-080-02081-5.

IN THE COURTS

High Court Rules Racial Quotas Permissible

On July 2 the U.S. Supreme Court ruled, in a 6-3 decision, that racial quotas imposed by Congress are constitutional if Congress' purpose is to remedy past discrimination and if the quotas are kept flexible and temporary [*Fullilove v. Klutznick* (48 USLW 4979).]

The case involved a challenge to the 1977 Public Works Employment Act which had a provision that set aside ten percent of all federal construction contracts for minority-owned businesses. The provision was a two-year-only measure and was not renewed by Congress.

The Court ruled, however, that within certain broad limits Congress may favor a minority group when it makes a finding of past discrimination and tailors its racial preference to correct that discrimination. Although the set-aside provision resulted from a floor amendment without hearings, the Court said that Congressional deliberations over prior laws constituted findings relevant to the set-aside provision. In 1977 fewer than five percent of all contracting and construction firms were black-owned and they shared one percent of all federal contracts.

Chief Justice Burger, who wrote the opinion, noted that Congress' affirmative action programs may "deprive some people who may themselves be innocent [but] sharing of the burden by innocent parties is not impermissible."

In a concurring opinion, Justice Powell wrote that this case differed from the 1978 Bakke case. In that case the U.S. Supreme Court struck down racial quotas used at a UNIVERSITY OF CALIFORNIA medical school but also allowed race to be one of several factors used in admissions decisions. In Bakke, Powell wrote, the university was not the proper government body to enact racial remedies, nor was there demonstrated a past history of racial discrimination. Congress, on the other hand, has a "unique constitutional role" in implementing the equal protection guarantees of the 14th Amendment. Powell further stated, "The time cannot come too soon when no government decision will be based on immutable characteristics of pigmentation or origin, but in our quest to achieve a society free from racial classification, we cannot ignore the claims of those who still suffer from the effects of identifiable discrimination."

The dissenting Justices argued that the Constitution requires that statutes be absolutely "color-blind." In Justice Stewart's dissent he wrote, "Under our Constitution, the Government may never act to the detriment of a person solely because of that person's race."

In further action the U.S. Supreme Court agreed to hear a case that would define the limits for affirmative action plans by state and local governments. The Court has previously found that private employers could enact affirmative action plans with quotas absent a showing of previous bias. [*Steelworkers v. Weber* 443 U.S. 193 (see OCWW #24 p.3).] The Weber case involved a private employer.

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Court Rules Black Women May Comprise Special Class

A federal appeals court recently ruled that black women may file class action suits alleging that an employer has discriminated on the basis of sex and race *combined* even when no evidence of discrimination against blacks or women *per se* exists. The case, *Jefferies v. Harris County Community Action Association,* involves a black woman employee who charged her employer with dual discrimination when a black male was promoted to a position for which she had applied. The woman filed a complaint with the Equal Employment Opportunity Commission alleging discrimination on the basis of race, sex, and race and sex combined. Although a 5th U.S. Court of Appeals upheld a lower court's findings that race discrimination could not be proved, it directed the lower court to reexamine the issue of sex discrimination, and joint race and sex discrimination. In issuing its decision, the court stated that Title VII of the 1964 Civil Rights Act, which prohibits discrimination in employment on the basis of race, religion, sex or national origin, demonstrates "Congress' intent to prohibit employment discrimination on the basis of any or all of the listed characteristics." Unless black women are afforded legal recognition as a group distinct from black men and white women, "no remedy will exist for discrimination which is directed only toward black females," the court said, adding "we cannot condone a result which leaves black women without a viable Title VII remedy." Title VII also covers employment in colleges and universities. [*Jeffries v. Harris County Community Association,* (615 F.2d 1025).]

No Special Treatment for Universities When It Comes to Employment Discrimination

The U.S. Court of Appeals of the 5th Circuit overruled a lower court decision and said that universities are to be treated similarly to other employers when they are charged with sex discrimination in employment practices. The lower court had ruled that a university's promotion practices could not be questioned unless the employee had shown that the university had abused its discretion.

The usual burden of proof process in a Title VII case is that the employee must first make a prima facie case proving sex discrimination. The employer is then allowed to defend itself by stating legitimate and nondiscriminatory reasons for its actions. The burden of proof then shifts back to the employee and the employee is given the opportunity to try to prove that the articulated reasons were in fact a pretext for discrimination. The employee, however, is not required to prove that the employer abused its discretion.

The lower court used the stricter standard because it said that it did not want to substitute its judgment for that of the professor's peers. The case involved a professor who claimed that she had been denied a promotion beyond the rank of associate professor, after twenty-five years at a university, because of her sex.

The Court of Appeals, in overruling the decision, said that the professor must be treated like other kinds of employees. To rebut the university's defenses the professor need only to prove sex discrimination by a preponderance of the evidence. The court rejected the idea that employment of professors in higher education is somehow different and more complex than other kinds of employment. [*Jepsen v. Florida Board of Regents,* 22 EPD ¶30,624].

Court Awards Tenure?

The U.S. Circuit Court of Appeals for the 3rd Circuit ordered MUHLENBERG COLLEGE (PA) to promote physical education instructor, Connie Rae Kunda, to assistant professor, award her back pay, and grant her tenure if she completes a master's degree within two years.

The court upheld a lower court's decision, which found that Kunda had not been granted tenure because she did not have a master's degree. The faculty, her department chair, and her dean had otherwise found her qualified to receive tenure. In addition, the court found that the male members of the department, unlike Kunda, were counseled to obtain a master's degree in order to obtain tenure.

The appeals court stated that the district court "did not award Kunda tenure," and agreed that their action simply "attempted to place [her] in the position she should have been 'but for' the unlawful discrimination." The court also agreed with the school that courts "should not substitute their judgment for that of the college with respect to the qualifications of faculty members for promotion and tenure," but that the "distinguishing feature in this case is that Kunda's achievements, qualifications, and prospects were not in dispute."

The court rejected the college's claim that its holding would infringe on the college's academic freedom. The court said, "The essence of academic freedom is the protection for both faculty and students 'to inquire, to study and to evaluate, to gain new maturity and understanding' . . . It does not follow that because academic freedom is inextricably related to the educational process it is implicated in every employment decision of an educational institution."

The court also added, "Congress did not intend that those institutions which employ persons who work primarily with their mental faculties should enjoy a different status under Title VII than those which employ persons who work primarily with their hands." [*Muhlenberg College v. Kunda,* 22 EPD ¶30,674 (Feb. 19, 1980).]

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Sex-Bias Case Settled Through Consent Decree

The UNIVERSITY OF MINNESOTA recently resolved a seven year old sex discrimination suit by agreeing to a consent decree which awards over $100,000 in compensatory damages and attorney's fees to a woman chemist who was denied tenure. The decree also mandates a university-wide affirmative action program. The out-of-court settlement was reached in the spring of 1980 and is believed to be the second such sex-bias case to end in a consent decree. The first involved a 1977 suit brought against BROWN UNIVERSITY (RI).

The case originated in 1973 when Shymala Rajender, denied tenure after 3 years of teaching in the chemistry department, filed a suit alleging sex discrimination. Rajender brought the suit under Title VII of the 1964 Civil Rights Act which prohibits employment discrimination based on race, color, sex, religion, or national origin. At the time, only one woman had been tenured in the department and she had retired in 1948 with the rank of associate professor. No other women have since been granted tenure in the department. The complaint was later amended to a class action suit.

According to the agreement, which covers all academic, non-student employees, the university is prohibited from discriminating against women in all areas of employment including hiring, recruitment, promotion, pay, and tenure practices.

In addition, the university is required to establish a system of hiring that gives preference to women and members of other protected classes over other equally qualified applicants. The university, however, need not hire a woman if a candidate with better qualifications applies for the same position. The goal is to employ approximately the same percentage of women as have received doctoral degrees in each discipline. Some of the other major provisions agreed to are:

- a court appointed special master will supervise the decree until 1989. The master will be paid by the university and will have broad powers to adjudicate claims including authority to award back pay or other relief to women found to have been discriminated against;
- at least two women will be appointed to the next five positions which open in the chemistry department; and
- the institution's policy against hiring its own graduates or postgraduates for tenure positions will be waived.

A summary of the decision and provisions of the consent decree was sent to all deans, directors and department heads. The 51-page decree will become final after its formal acceptance by U.S. District Court Judge Miles Lord. No major changes are expected.

Equal Pay Violation Found: What Will the Remedy Be?

A lower federal court ruled that GEORGIA SOUTHWESTERN COLLEGE violated the Equal Pay Act by underpaying six female employees on the basis of sex; firing one complainant's husband, a department chair, in retaliation for the filing of the complaint; and by conducting a system-wide employment process which resulted in women being paid less than their male counterparts.

In his decision Judge Owens requested the Department of Labor, which brought the suit, to formulate a suggested remedy. The Department proposed a remedy of backpay awards for the six women and the department chair in the amount of about $100,000; reinstatement of the department chair; and a system-wide injunction holding the Board of Regents responsible for ending sex discrimination in the college system.

The college then contended that the backpay award should be given to only four of the women and that the appropriate amount was about $15,000. The college opposed reinstating the department chair and the injunction.

The judge must now make a final judgment on liability and relief. [*Marshall v. Georgia Southwestern College*, U.S. Dist. Ct. (Americus, GA), #78-4-Amer., May 14, 1980.]

Women's Sports Advocate Awarded Dollars for Damages

COLORADO STATE COLLEGE has been found to have unlawfully fired a female coach, using her failure to progress rapidly toward a Ph.D. as a pretext for sex discrimination.

The female coach was also an athletic administrator with teaching duties. Male coaches and athletic administrators were not required to have teaching responsibilities or to obtain advanced degrees.

There was no written evidence to suggest that the coach had been told at the time of her hiring that she must complete her doctorate to be retained on the faculty. The court found that the Ph.D. requirement was developed in retaliation against the coach for her attempts to advance the cause of women's intercollegiate athletic competition.

The coach was awarded $50,000 in compensatory damages and her attorney was awarded a $15,500 attorney's fee. [*Hill v. Nettleton* 22 EPD ¶30,810.]

Faculty Union Charges Florida University System With Sex Discrimination

The STATE UNIVERSITY SYSTEM OF FLORIDA has been charged with continued and systematic discrimination against women on all of its nine campuses by the United Faculty of Florida, a union representing about 5,000 faculty members and professional employees. Citing faculty members' dissatisfaction with the lack of progress toward affirmative action as the reason for filing the suit, the union recommended that the state university system establish deadlines for in-

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creasing the proportion of women in tenure track positions, provide released time to help women meet promotion and tenure standards, and offer supplemental salary adjustments to attract more women. The recent action may be the first time a *union* has charged a university *system* with sex discrimination.

Arkansas Court Dismisses Sex Discrimination Charge

A federal court in Arkansas dismissed a female professor's claim that she had been discriminated against because of her sex. The professor claimed that the UNIVERSITY OF ARKANSAS AT LITTLE ROCK's requirement that math teachers have a doctoral degree had a disparate impact on women as a class. The disparate impact resulted from the fact that there are fewer Ph.D.'s among female college mathematics teachers than among male college mathematics teachers. The court found, however, that the university's requirement was justified as a "business necessity" because professors with Ph.D.'s could teach a broader range of courses and would increase the prestige and the drawing power of the university.

The professor also claimed disparate treatment because of her sex. The evidence she offered was: In the past 10 years the math department hired one woman and thirteen men; the university had admitted to, and corrected, an unequal pay scale based on sex; and, the professor was the only person not to be reappointed by the university in the past ten years. Moreover, her department head had commented to her that she did not need the money she earned by teaching. The court found, however, that the professor had been denied reappointment because she did not have a doctoral degree. The court found that the Ph.D. requirement was applied even-handedly to men and to women, and was not being used as a pretext for sex discrimination. [*Campbell v. Ramsay*, 22 FEP Cases 83].

College Did Not Discriminate, But Did Retaliate

An Oregon state court of appeals ruled that rejection of a female applicant by LEWIS AND CLARK COLLEGE did not amount to unlawful sex discrimination even though the applicant had been denied a job interview. The court also ruled that the college's refusal to consider a second application was unlawful retaliation against the applicant for filing the sex bias charge.

The denial of an interview was not found to be discriminatory because the selection process was such that the candidates were interviewed in order of preference until the position was offered to and accepted by a candidate. The female candidate was not interviewed because a male, who the committee ranked higher on the preference list, was offered and then accepted, the job.

The court found that the college had retaliated against the applicant because she had been told that she would not be considered for any other positions in the art department if she persisted with her complaint. When a new position opened up for which the applicant was qualified, she applied but the college failed to consider her. The case was remanded to the lower state court. [*Lewis and Clark College v. Bureau of Labor*, Ore. Ct. App., 21 EPD ¶30,544].

Salaries of Nursing School Faculty To Be Compared With Other Faculty

A U.S. District Court has ordered the UNIVERSITY OF PITTSBURGH to comply with a subpoena and release salary information about male and female professors at four of the university's schools. The university has been charged with sex discrimination in salaries by a nurses' association. The subpoena had been issued by the Equal Employment Opportunity Commission (EEOC) which enforces Title VII of the 1964 Civil Rights Act, prohibiting discrimination in employment.

The university contends the charge involves only the school of nursing and that faculty salaries at the other three schools are irrelevant. They claim that the four schools are not comparable. The court, however, stated that since the entire nursing faculty is female, salary information beyond the school of nursing may be crucial to EEOC's findings.

The nurses' association alleged a university-wide policy of sex discrimination in salary. EEOC stated it was not attempting in the subpoena to examine the entire university but simply seeking information relative to the three particular schools thought to be of comparative relevance to the nursing school.

The university was also worried about maintaining the confidentiality of the salary information. The court said that this concern did not justify denying enforcement of the subpoena. In addition, the court pointed out that EEOC is prohibited from disclosing information obtained as part of its investigations and ordered EEOC to adhere to this provision.

Court Grants "Front Pay" to Woman Denied Promotion

A federal court awarded "front pay" as a remedy for employment discrimination to a woman who had been underpaid and denied a promotion because of her sex. The court found that her employer had violated Title VII of the 1964 Civil Rights Act which prohibits discrimination based on sex by employers, including educational institutions.

Under Title VII the court may award any relief it deems appropriate. The court found that reinstatement was not a viable form of relief because of the hostility of the claimant's employer toward her, and its past retaliatory actions, which would make it impossible to resume a normal working relationship. Instead, the

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court awarded the woman five years of "front pay," holding that she would continue to suffer monetary damage as a result of past discrimination for five years from the date of her wrongful termination. The "front pay" award was based on the difference between her present salary at a new job and what she would have been paid had she been properly promoted and continued to work for her former employer. [*Fitzgerald v. Sirloin Stockade, Inc.*, 22 EPD ¶30,724].

EMPLOYMENT

Women at Cornell Unite Against Sex Discrimination

Women have formed an organization to fight sex discrimination at CORNELL UNIVERSITY (NY). Calling itself the Cornell II, the group has retained an attorney to pursue legal action against the institution.

The Cornell II claims that Cornell's faculty is 91.7 percent male; one out of 76 academic department heads at Cornell is a woman; one out of 14 deans is a woman; the only woman vice-president resigned in June 1980; and six of the eight full-time woman coaches have charged the university with sex discrimination concerning salary and workload.

Cornell was the first university to be singled out in 1979 by the Project on Equal Education Rights (PEER) for its annual "Silver Snail Award" for "spectacularly sluggish" progress in affirmative action. Cornell had increased the proportion of women on its faculty from just under 8 percent to just over 8 percent after eight years of affirmative action. At that rate, PEER reported, one-half of Cornell's faculty will be women by 2395—that is, in 416 years.

Cornell currently is the only northeast university undergoing a direct contract compliance review by the Department of Labor because of a class action complaint alleging sex-based employment discrimination. The Department of Education, the Equal Employment Opportunity Commission, the American Association of University Professors, and the New York State Division of Human Rights are also investigating claims of sex discrimination at Cornell.

For more information write Rada Dyson-Hudson, Box 63, RD2, Marathon, NY 13803.

Male and Female Professors— How Do They Compare?

Differences still exist in the status and earnings of men and women within the academic marketplace according to two recent studies.

In *Fair Science: Women In The Scientific Community* (Free Press, 1979, $17.95), Jonathan R. Cole, professor of sociology at COLUMBIA UNIVERSITY (NY), reports that "bias in promotions continues to be a formidable barrier for academic women." But, Cole, who compared the productivity, promotion, publication records, marital and parental status as of 1975 of men and women who earned science doctorates in 1957-59, did not discover inequities. Widespread bias in hiring female Ph.D.'s was unsupported by the data Among Cole's other findings was that married women scientists published more papers than those unmarried, and women with one or two children published more than women without children. A critique of Cole's study apepars in the May/June 1980 issue of *Social Policy* by Gaye Tuchman.

A second study reached different conclusions. Conducted by Gerald Marwell, Rachel Rosenfield and Seymour Spilerman, and reported in the September 21 issue of *Science* magazine, the study found that marriage accounted for much of the disparity between men and women employed in academe. According to the authors, married women are less likely than their male colleagues to move from city to city to take advantage of the best job opportunities. However, the authors predict the situation will change dramatically in the future. As more and more women undertake careers, men will find themselves in two-career households subject to the same pressures now affecting women, and they too will need larger labor markets and will be unable to change geographic location with impunity. Reprints of "Geographic Constraints on Women's Careers in Academia" are available at $1.50 from the American Association for the Advancement of Science, 1515 Massachusetts Ave., NW, Washington, DC 20005.

Women and Minorities in Professional Fields: Advancing Slowly

Although more women and minorities are obtaining advanced degrees than ever before, the number of women, hispanics and blacks employed in professional fields remains low. The Scientific Manpower Commission summarizes the status and participation of minorities and women in areas such as the natural and social sciences, the arts, humanities, engineering, education and other professions through 1979. Data about minority women are included where available. Written by Betty M. Vetter, Eleanor L. Babco and Judith E. McIntyre, *Professional Women and Minorities: A Manpower Data Resource Service* is over 400 pages in length and available at $78 or $105 with the 1980 supplement from the Scientific Manpower Commission, 1776 Massachusetts Ave., NW, Washington, DC 20036.

Little Progress for Sociologists

Significant differences in employment status, academic rank, tenure and salary continue to exist between men and women who received their doctorates in sociology in the same year between 1943 and 1977, according to a recent report by the American Sociological Association (ASA) authored by Doris Wilkinson. Among almost every group of graduates

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ASA found greater percentages of men than women employed full-time, and since 1954 far greater percentages of men than women sociologists were employed as full-time professors. With the exception of the most recent Ph.D.'s; women were less likely to be tenured, particularly women who graduated between 1934 and 1964. The report also found that salary differences were greater among the earlier groups of graduates. Single copies of "A Report: Status of Women In Sociology 1934-1977" are available at $1 prepaid from ASA, 1722 N St., NW, Washington, DC 20036.

Remedy in Salary Inequities: Methods That Count

An article appearing in the May 1980 issue of *Academe* discusses methods of recognizing and remedying systematic salary discrimination between male and female or minority faculty. "A 'Statistical' Remedy for Statistically Identified Discrimination" by Mary W. Gray and Elizabeth L. Scott examines the use of regression methodology in identifying salary inequities at colleges and universities, and describes both institutional and judicial forms of relief in cases where inequities have been found. The authors state that class-wide relief by an institution is the "fairest" and "clearly the least demanding in terms of faculty and administrative time." Single copies of the May 1980 issue of *Academe* are available at $4 from the American Association of University Professors, One Dupont Circle, NW, Suite 500, Washington, DC 20036.

On Their Own: Independent Scholars Find Work Beyond The Ivy Walls

Men and women academics are finding that opportunities for scholarship do exist beyond the campus gates. While many colleges and universities are tightening their belts on hiring, new organizations of displaced academics who now call themselves independent scholars have been established. Specifically, the Institute for Research in History was organized in 1975 by a group of women scholars who feared losing positions in New York City colleges and universities because of the city's fiscal crisis. The Institute flourished and presently has 200 members, 20 percent of whom are men. Of its members, half continue to hold positions at a postsecondary institution and half work outside the academic community.

The Institute recently sponsored a meeting on independent research institutions and scholarly life in the 1980's. Similar programs may be sponsored by other institutions wishing to promote the pursuit of scholarly research in the community at large. For further information, write Institute For Research In History, 55 W. 44th St., New York, NY 10036.

Hearings on Women: Legislators Listen

California's legislature recently held hearings on the status of women and minorities in the state's postsecondary institutions. The hearings enabled representatives of the UNIVERSITY OF CALIFORNIA, the CALIFORNIA STATE UNIVERSITY AND COLLEGES and the CALIFORNIA COMMUNITY COLLEGES systems to respond to data collected by the California Postsecondary Education Commission, regarding employment classification and compensation of women and minorities. Women and minorities continue to be a small fraction of administration and tenured faculty. Copies of the hearings, *Preliminary Report: AB 105 Study*, are available free from the California Postsecondary Education Commission, 1020 12th St., Sacramento, CA 95814.

Advancing Women In Academe

Five regional and local organizations have formed a coalition to work toward increasing the participation of women in educational administration. Known as Project AWARE—Assisting Women to Advance through Resources and Encouragement—the coalition will attempt to identify qualified women administrators, equip them with administrative skills and strategy, and inform them of job openings. Funded by The Ford Foundation and under the leadership of the American Association of School Administrators (AASA), the coalition also includes the New England Coalition of Educational Leaders, the Center for Women in Educational Leadership of the University of North Carolina, the Southwest Educational Development Laboratory and the Southern Coalition for Educational Equity. For further information about Project AWARE contact AASA, 1801 N. Moore St., Arlington, VA 22209.

Women Faculty: Caught In A Revolving Door?

How effective has affirmative action been at most institutions? Have women and minorities been hired in beginning tenure-track positions only? Do some departments hire women and minorities who are unlikely to achieve tenure? Are women faculty not gaining because institutions have not made the changes necessary for them to thrive in academe? *The Revolving Door For Faculty Women in Higher Education* by Jacqueline Macauley explores these issues and provides a model for data collection on hiring and firing practices for those interested in testing the "revolving door" theory on their own campuses. Single copies of the paper are available free from Jaqueline Macauley, 314 Shepard Ter., Madison, WI 53705.

Faculty Women: Still A Long Way To Go

"Women Faculty: Development, Promotion and Pay" by Ruth B. Ekstrom examines the status of women faculty with regard to fields of study, hiring and advancement in academe. Appearing in the February 2, 1979 issue of *Findings*, an Educational Testing Service periodical, the article discusses such issues as sex discrimination in tenure decisions, differential evalua-

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tion of men's and women's research, the overall structure of academia and salary gaps between male and female faculty. Copies of *Findings*, Vol. V, No. II, 1979 are available free from Educational Testing Service, Princeton, NJ 08541.

Office Workers in Academe: Down On The Bottom Rung

College and university office workers generally receive substandard wages according to a recent nationwide survey of non-supervisory higher education personnel. The survey, conducted by *Working Women*, the National Association of Office Workers, found that 79 percent of the clerical workers at 253 colleges and universities in the U.S. have annual salaries below $11,000. Campus organizing activity such as the formation of unions, staff councils, women's committees and departmental groups is also increasing. For example, approximately 50 percent of union drives at postsecondary institutions during 1978 and 1979 were successful. The survey's findings appear in "Becoming a Priority: The Status of University and College Office Staff." Single copies of this report are available at $2 for members and $3 for non-members from *Working Women*, 1224 Huron Rd., Cleveland, OH 44115.

Success: Good for your Health

Stress among working women is not necessarily related to success. In fact, according to a recent survey, quite the opposite is true. Generally, working women have no higher rate of heart disease than unemployed women or those who work in their homes. However, women employed in clerical and sales occupations rather than professional positions were found to have twice the coronary disease rate of other women. Of female clerical workers, those with husbands in blue collar jobs who had three or more children ran the greatest risk of heart disease, a one-in-five chance. Conducted by Suzanne Haynes, an epidemologist with the National Heart, Lung and Blood Institute, the study also found that the women who actually developed heart disease also had non-supportive bosses, had not changed jobs very often, and experienced difficulty expressing anger. Results of the study appear in "Women, Work and Coronary Heart Disease" and copies are available free from the Division of Heart and Vascular Disease, Federal Bldg., Rm. 2A06, National Institutes of Health, Bethesda, MD 20014.

Women Working: Report Identifies Continuing Trends

The status of women's employment in the United States from the 1950's to the present is the focus of a recent report from the Department of Labor's Women's Bureau. Originally prepared for the first Organization for Economic Cooperation and Development (OECD) conference on women's employment in 24 countries, the report highlights trends in labor force participation in the U.S., describes specific features of the labor market which have had a marked impact on women—such as the occupational sex segregation of workers—and suggests policies and programs to expand women's employment opportunities. *The Employment of Women: General Diagnosis of Developments and Issues* is available free from Publication Office, U.S. Department of Labor, Office of the Secretary, Women's Bureau, 200 Constitution Ave., NW, Washington, DC 20210.

New Project to Monitor Pregnancy Discrimination Act Enforcement

The Women's Legal Defense Fund (WLDF) has instituted a project to monitor enforcement of the 1978 Pregnancy Discrimination Act. The Act amended Title VII of the 1964 Civil Rights Act to prohibit discrimination in employment on the basis of pregnancy and related conditions. The WLDF Pregnancy Rights Monitoring Project will disseminate information about pregnancy discrimination law, enforcement measures by federal agencies and voluntary compliance by employers. In addition, the project will also represent women alleging pregnancy discrimination in selected cases and publish a report about current policies and practices by employers and unions regarding pregnancy and related conditions. For further information about the project, contact Arkie Byrd, WLDF, 1010 Vermont Ave., NW, Suite 210, Washington, DC 20005.

Female Feds Struggle Up Career Ladder

Women continue to be underrepresented in positions throughout the federal government according to data included in a recent settlement, and in studies done by several federal agencies.

In settlement of a four-year old sex discrimination suit, the Justice Department acknowledged that over a five-year period women in the Department of Energy were hired at lower salaries than similarly qualified men and were promoted more slowly. For example, in 1976, 85 percent of all male professionals compared with 12 percent of women professionals were above salary grade 12. The consent decree awards between $6.8 and $8 million to approximately 225 women employed by the Department of Energy. In 1976, the women had filed a class action suit charging DOE's predecessor agency, Energy Research and Development Administration (ERDA) with widespread discrimination in the department's hiring and promotion of women for scientific and other positions. The consent decree must be approved by a federal judge before individual women receive damages.

Two related reports by the Comptroller General for

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the House of Representatives Committee on the Judiciary found minimal progress toward improving employment of women and minorities who are generally concentrated in non-professional occupations. Additionally, a study conducted by the National Institutes of Health found little progress among women in the higher salary grades between 1972 and 1977. Based on the rate of advancement and promotion during these years it was estimated that women would need 76 years to reach equity with men at the GS-16 level and above; 109 years at the GS-14/15 level; and 38 years at the GS-12/13 level.

RE-ENTRY WOMEN

Help for Displaced Homemakers

Centers designed to ease the transition from the home to the workplace or the campus are emerging across the country. *Displaced Homemakers: Program Options* is a comprehensive manual for persons planning or providing such services for the displaced homemaker. Developed by the Older Women's League Educational Fund for the national conference on the displaced homemaker held in 1978, the guide contains an array of programming ideas including suggestions for staffing, counseling, outreach, training and funding; and an extensive biblography of resources. Single copies of the 139-page manual are available at $13 from the Displaced Homemakers Network, 755 8th St., NW, Washington, DC 20001.

The Displaced Homemakers Network, which publishes a variety of materials including the bi-monthly newsletter, *Network News,* the only formal communications link between displaced homemakers, services providers and other supporters, has moved. Formally housed at the Business and Professional Women's Foundation, the Network's new national headquarters are at 755 8th Street NW, Washington, DC 20001. The newsletter describes programs, resources and other related information. For a copy of *Network News* and additional materials send a self-addressed stamped envelope to the Network at the address listed above.

PLEASE NOTE:

If you have not yet responded to the first two field evaluation draft questionnaires of the Women's Re-entry Project papers, ***there's still time.*** We are eager to hear from as many of our readers as possible so we have extended our June 15 deadline to September 30, 1980.

We would also appreciate your ideas on four additional questionnaires included in this mailing. Your feedback helps us know what is important to you and how we are responding to your needs.

To those of you who have already responded to our questionnaires, ***thanks!***

Out of the Home, and Into the Office: New Publication Paves the Way

Career Reentry For Home Economists by Francis D. Gallogly is designed to assist women seeking employment, changing careers or re-entering the workforce. The 25-page booklet includes information on topics such as resuming professional contacts, writing a resume, returning to school and locating jobs. Although prepared primarily for home economists, the publication is useful as a resource for women furthering their career and/or educational objectives in any area. Copies are available at $1 from Francis D. Gallogly, 23 Hitchcock Rd., Westport, CT 06880. Make checks payable to Connecticut Home Economics Association.

SEXUAL HARASSMENT . . . AND STUDENTS

Colleges Cope With Sexual Harassment

Reports about sexual harassment indicate widespread concern at schools across the country:

- At MASSACHUSETTS INSTITUTE OF TECHNOLOGY (MIT) a committee reported that the number of complaints for the school year 1978-1979 had increased three to four times over the rate for the preceeding five years.
- At the UNIVERSITY OF WASHINGTON, Joan Martin, associate dean of the graduate school and ombudsman for sexual harassment estimated that she dealt with one case a week until the university President spoke out strongly against sexual harassment. Subsequently, the complaints decreased to about one a month. Additionally, the "get-tough" policy amended the university code by stating that sexual harassment is considered to be sex discrimination—and that illegal coercion would be punished with various sanctions, including firing.
- The National Advisory Council on Women's Educational Programs, which is conducting a study of the problem of sexual harassment, estimates that 10 to 20 percent of women students across the country have been subjected to some form of such harassment.

Although the number of complaints is growing, campus officials agree that sexual harassment is not actually increasing. Rather, they say women are finally speaking out about a problem which, like rape, has often gone unreported.

Institutions are developing procedures to deal with the issue:

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- At the UNIVERSITY OF MASSACHUSETTS, AMHERST, women students are working with campus lawyers to draw up a formal grievance procedure that they hope will gain support from faculty members. The women are also pressing the faculty union to include sexual harrassment as grounds for dismissal under the union's contract.
- At MIT a committee of students and faculty agreed that the university's policies on sexual harassment should be explicitly stated and that cases would be best handled informally by a special administrative assistant.
- At HARVARD UNIVERSITY (MA) students who have sexual harassment complaints may contact a designated dean who will investigate the case through confidential discussions with the student, and a senior tutor or advisor. The assistant dean will report the findings to a dean, and if the dean finds the case to be "of great seriousness" he or she will meet with the professor implicated and either officially reprimand him, formally charge him (which may lead to revoking his tenure), or place him on a medical leave of absence.

  The procedure appears in the student handbook, in information for instructors and in the graduate school bulletin. In addition, copies are distributed to senior tutors and advisors and to the mental health services department of the University Health Services.

Generally, institutions have found that where administrators make widely circulated statements about sexual harassment, faculty members are less likely to abuse a student in this manner.

Sex Educator Charged With Sexual Harassment

The past director of the Health Education Center (HEC), sex educator and therapist at the UNIVERSITY OF MASSACHUSETTS, BOSTON, has been charged with sexual harassment by fourteen work-study students. The students filed their complaint with David Stockton, Director of Health Services, and asked that HEC Director, Jim Hoopes, not be allowed to supervise them while the charges were being investigated. Claiming that Stockton did nothing, the students then complained to the chancellor. He put Hoopes on a paid leave of absence until Hoopes resigned in September, 1979.

The students now claim that the university is retaliating against them for filing the complaint against Hoopes. They allege that the university has cut back services at HEC, has attempted to fire several of the work-study students, and has reassigned and transferred a staff person who helped the women to file their complaint. The women's complaint about retaliation was filed with the Equal Employment Opportunity Commission.

Sexual Harassment: A New Issue in Canadian Universities

Numerous charges of sexual harassment on college and university campuses in the United States have prompted investigations into similar complaints at Canadian schools. A recent decision by officials at the UNIVERSITY OF OTTAWA resulted in the dismissal of a male biology professor accused of having made "unwanted sexual advances" to a student. The university's ruling was later upheld by an arbitration board in a 2 to 1 vote.

A subsequent investigation conducted by a member of the arbitration board, Norma Bowen, professor of psychology at the UNIVERSITY OF GUELPH found similarities in attitudes about sexual harassment between students at American and Canadian institutions. For example, although Bowen had received a surprisingly large response from students she found that many people were afraid to confront the issue. Bowen equated dealing with the problem of sexual harassment with the problem of rape on campus noting that "students were afraid people would think they brought it on themselves."

Berkeley Students Publish Handbook on Sexual Harassment

Women Organized Against Sexual Harassment (WOASH) recently developed a handbook to assist students and employees at the UNIVERSITY OF CALIFORNIA AT BERKELEY to combat sexual harassment on campus. The 10-page pamphlet defines sexual harassment and why it is a sex discrimination issue; describes and critiques current avenues for handling harassment complaints; offers suggestions and advice for women who are experiencing or have experienced sexual harassment; and proposes a campus grievance procedure to facilitate a rapid response to charges of sexual harassment. Although designed primarily for women at Berkeley, "Sexual Harassment: What It Is, What To Do About It" may be useful as a model for other institutions developing materials for students. For further information or a copy of the handbook write, Women Organized Against Sexual Harassment, 300 Eshleman Hall, University of California, Berkeley, CA 94720.

Sexual Harassment: Getting the Word Out

Officials at the UNIVERSITY OF DELAWARE have devised a new way to educate their campus about the issue of sexual harassment. Ten offices, including that of the dean of students, sponsored a series of advertisements in the student newspaper containing portions of *Sexual Harassment: A Hidden Issue*, published earlier by the Project on the Status and Education of Women. Response to the series was positive and was followed by an article in the newspaper. Other institutions may wish to inform their campuses through similar paid advertisements.

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SEXUAL HARASSMENT . . . AND EMPLOYEES

EEOC Outlaws Sexual Harassment

The Equal Employment Opportunity Commission has issued interim guidelines which declare that sexual harassment is illegal under Title VII of the Civil Rights Act of 1964. The new guidelines hold employers liable for the acts of their supervisors and agents regardless of whether the employer knew or should have known about the harassment. In addition, an employer is liable for sexual harassment that takes place between co-workers if the employer knows or should have known about the harassment. The employer, however, may rebut apparent liability for the acts of co-workers by showing that it took immediate and appropriate action.

The guidelines propose that employers affirmatively raise the subject of sexual harassment with their employees, express strong disapproval, develop appropriate in-house sanctions, and inform employees of their right to raise the issue of harassment under Title VII.

Additionally, the guidelines state that sexual harassment may be physical or verbal in nature. In determining whether action constitutes sexual harassment the Commission will use three alternative criteria. The Commission will ask, 1) is submission an explicit or implicit condition of employment; 2) is submission to or rejection of the conduct the basis of an employment decision; 3) does the conduct substantially interfere with an individual's work performance or create an intimidating, hostile, or offensive work environment.

The interim guidelines have been in effect since publication in the *Federal Register* on March 11, 1980. A 60-day comment period ended in mid-May. The Commission has yet to publish final guidelines.

States Enlist to Battle Sexual Harassment

Two states have recently taken action against sexual harassment in employment.

- J. Joseph Garrahy, Governor of Rhode Island, issued an executive order barring sexual harassment of employees in all state departments and agencies, including employees at state colleges and universities. Under the order, the state's equal opportunity director is required to train each department, agency, board or commission's equal opportunity officer to identify sexual harassment and to investigate and resolve complaints. All employees must be informed how to prevent or eliminate harassment and what avenues are open to victims seeking assistance. Sexual harassment is defined as "unsolicited, deliberate or repeated sexually-explicit, derogatory statements, gestures or physical contacts which are objectionable to the recipient and which cause discomfort or humiliation."
- The Equal Employment Division of the Minnesota Department of Personnel published an annotated bibliography of resources related to sexual harassment in the workplace. The 4-page listing contains selected legal references including court cases, state and federal laws and regulations; state and federal policies such as the Equal Employment Opportunity Commission's guidelines on sexual harassment; newsletters and articles; and organizations. Sexual harassment is defined as "intimidating, hostile, offensive verbal or physical conduct of a sexual nature toward an employee by an agent, official, supervisor, peer, subordinate, client or union representative." Single copies are available free from the State Director of Equal Opportunity, Minnesota Department of Employee Relations, 444 Lafayette Rd., St. Paul, MN 55101.

Employer Held Liable for Sexual Harassment of Employee by Co-Worker

The Minnesota Supreme Court held the Continental Can Company liable for failing to take corrective action after an employee claimed that she was being sexually harassed by a fellow worker. The court awarded $5,000 in damages and lost wages to Willie Ruth Hawkins who quit her job after the company ignored her complaint.

Hawkins, a black woman, complained that one of her co-workers: 1) told her he could so arouse her sexually that she would want to leave her husband; 2) told her he wished slavery would return so that she could be his "bitch"; 3) petted her buttocks and grabbed her between the legs when she leaned over a machine. Hawkins complained to her supervisor who told her that there was nothing that he could do and that she had to expect that kind of behavior when working with men.

The case was brought under the Minnesota Human Rights Act. The court found that this Act requires the employer to take prompt and appropriate action when it knows or should know of co-workers' conduct in the workplace which amounts to sexual harassment. [*Continental Can Co. v. Minnesota*, #49988, June 6, 1980.]

Firing Employee Who Helped Co-Worker File Harassment Complaint Violates Law

The National Labor Relations Board recently upheld a decision by an administrative law judge and ordered that Blaw Knox Foundry and Machinery, Inc. of Wheeling, WV, reinstate and "make whole" for his losses a former employee who had assisted a fellow employee in making a sexual harassment complaint.

The judge found that the employee, Jordan, had been informed by Sharon Asher, his cousin, that a supervisor had allegedly made unwelcome sexual advances to her. Jordan had then accompanied Asher to a management office to assist her in her complaint.

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The judge said that Jordan's action was protected activity since a sexual harassment complaint, if subsequently grieved (as this case was), would have direct significance and relevance under the contract which bears on all other women employees whose employment is governed by the contract. Thus, the judge concluded that Jordan's firing, two weeks after he accompanied Asher, was motivated by his participation in the protected activity of assisting Asher and therefore violated the National Labor Relations Act.

Court Orders Company to Pay $50,000 in Punitive Damages in Sexual Harassment Case

A U.S. District Court jury awarded a former employee of World Airways, Inc. $50,000 in punitive damages and $2,500 in compensatory damages in a sexual harassment case. Bonnie Clark claimed that she was forced to quit her job to avoid the alleged sexual advances by the airline's president Edward J. Daly.

Clark contended that on three separate occasions Daly patted her on the right hip, attempted to touch her without consent, and rubbed her leg. The court record said that on the first occasion Clark told Daly "none of that, boss" and attempted to "overlook his advance." On the second occasion Clark grabbed Daly's hand to "thwart the advance." Clark said that she managed to get away on the third occasion by promising to accompany Daly to Reno, NV. Clark quit her job as World Airways district sales manager in Washington, DC after seven days on the job.

World Airways contended that Daly's conduct was not "discriminatory, violent, or threatening." They also argued that the trip to Reno was "consistent with company policy." In addition, they argued that Clark "flirted and encouraged sexual advances."

The suit was brought against the airline alone. A separate action is pending brought by Clark against Daly. Lawyers for World Airways will appeal the case.

AAUP Issues Resolution on Sexual Harassment

The American Association of University Professors (AAUP) recently adopted a resolution urging each local chapter to work with its institution in developing and strengthening policies prohibiting sexual harassment on campus. Submitted by Committee W On The Status Of Women at AAUP's annual meeting last June, the statement equates harassment with sex discrimination and suggests that policies include effective mechanisms for seeking redress and due process protection for those accused. Single copies of the resolution, which will appear in the October, 1980 issue of *Academe*, are available free from the American Association of University Professors, Suite 500, One Dupont Circle, NW, Washington, DC 20036.

Concerned About Sexual Harassment: Center Opens in New York

A National Sexual Harassment Legal Backup Center recently opened in New York City. Funded primarily by the NEW YORK UNIVERSITY Public Interest Law Foundation and part of the Working Women's Institute (WWI), the Center will provide a variety of services to attorneys handling sexual harassment claims. Center staff and a legal advisory panel experienced in sexual harassment and employment discrimination litigation will prepare friend-of-the-court briefs and assist lawyers requesting help in sexual harassment cases. Other services include a bank of more than 100 pleadings, briefs and decisions in sexual harassment cases, a national legal network of over 200 attorneys available to work in such cases, and a quarterly report on sexual harassment. For further information about the Center contact Joan Vermeulen, Legal Director, National Sexual Harassment Legal Backup Center, Working Women's Institute, 593 Park Ave., New York, NY 10021.

MINORITY WOMEN

Black Women in Academe Form Association

The Association of Black Women in Higher Education (ABWHE) was created in May 1979 to foster and expand the role of black women in higher education. Among its varied activities, the association offers a forum for the exchange of ideas on issues relevant to black women and education; plans strategies for recommendations and implementation of public and private policy; works as an advocate for legislation affecting black women; and provides a vehicle for supporting the aims and goals of black women in their professional development. For further information about the association and membership, contact Jacqueline A. Kane, President, Association of Black Women in Higher Education, 30 Limerick Dr., Albany, NY 12204.

Collegian Looks at Black Women

The Black Collegian, a national magazine for black college students, devoted its entire April/May issue to black women. The issue features articles about employment opportunities for black women in the 1980's, careers in the federal government, lifestyles of college coeds, the Equal Rights Amendment, the roles of black and white women, and a mini-anthology of black poets. Single copies are available at $2. Subscriptions are available at $7.50 for one year, $12 for two years, and $16 for three years from *The Black Collegian*, 1240 So. Broad St., New Orleans, LA 70125.

Bibliography on Hispanic Women

Hispanic Women and Education: Annotated Selected References and Resources is the most recent addition in a series of bibliographies on women in education compiled by the Women's Educational Equity Communications Network (WEECN). The publication focuses on the special educational concerns of Hispanic women and includes sections about curricula and

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teaching material; labor force participation; social, psychological, and cultural conflicts; perspectives on education; and a comprehensive list of Hispanic organizations and resource groups. The 15-page collection may be useful as a resource for teachers, counselors, organizations and individuals in promoting educational opportunity for Hispanic women and in promoting further research and activity. Copies of the bibliography are available at $2.50 from WEECN, Far West Laboratory For Educational Research and Development, 1855 Folsom St., San Francisco, CA 94103.

Spreading the Word on Hispanic Women's Lit

A new bibliography contains over 400 selected works of Hispanic women from 1922 to the present. Prepared by Norma Alcōn with Sylvia Kossnar of INDIANA UNIVERSITY's Chicano-Riqueño studies department, the 85-page listing includes entries about Hispanic women poets, novelists, playwrights and others as well as an index of Spanish and Spanish-American literature, and an annual addendum updating the publication. The *Bibliography of Hispanic Women Writers* is useful as a resource for courses and programs on women in Hispanic literature. Single copies of the publication are available at $1 for students, $3 for individuals, and $5 for institutions from Chicano-Riqueño Studies, Indiana University, Ballantine Hall 849, Bloomington, IN 47405.

Resources on Mexican American Women

The Chicana Rights Project of the Mexican-American Legal Defense Fund (MALDEF), which focuses on the specific problems of Hispanic women who face the double burden of sex and ethnic origin discrimination, has published a series of educational pamphlets about these women. Campuses with Chicana populations may find these useful. Single copies of each of the following are available at $1 prepaid from the Chicana Rights Project, MALDEF, 28 Geary St., Sixth Floor, San Francisco, CA 94108. Checks are payable to MALDEF.

Profile of the Chicana: A Statistical Fact Sheet March 1978 (23 pp.) provides data on Mexican women in the United States in regard to family and marital status, educational achievement, employment, median earnings and other selected characteristics.

Chicanas And Mental Health discusses the needs of Mexican-American women in regard to mental health programs, treatments and practices. The 15-page paper also highlights the cultural aspects of the Chicana's self-identity which may make her vulnerable to stress and includes recommendations regarding research, training and services in the mental health field.

Chicanas: Women's Health Issues (9 pp.) describes the impact of abortion and sterilization abuse on Chicanas, and recommends ways to improve the delivery of health care services to Hispanic women.

Hispanic Women: Immigration Issues (9 pp.) explores how federal agencies, laws and regulations allow or restrict female aliens' entry to the United States. Among the topics discussed are deportation hearings, rights upon arrest, voluntary departures, non-immigration states and naturalization.

Publication Explores Role of Mexican-American Women in History

In *La Chicana,* Alfredo Mirande and Evangelina Enriquez provides a historical overview of the role of Mexican-American women from pre-Columbian to contemporary society. Over 200 pages, the book discusses the marginal social position of women who are neither fully Mexican nor fully American in relation to family life, labor force participation and literature. Particular attention is given to the role of Chicanas in the development of the southwest. *La Chicana* is available at $19.50 prepaid from the University of Chicago Press, 5801 S. Ellis Ave., Chicago, IL 60637.

Special Comments on Women and Minorities

Comment, A Research Action Report On Wo/Men devoted its entire December, 1979 issue to discussions and issues related to minorities and women in the United States. Included in the 12-page special issue is a discussion of the need for multi-cultural education in the U.S.; detailed descriptions of recent projects funded by the Minorities and Women's Program of the National Institute of Education as well as a chart listing the various types of grants and funds available from the program; and an annotated bibliography of selected resources with separate sections on Black, Asian, Hispanic and Native American Women. Copies of the publication are available at $3 from *Comment,* Office of Women in Higher Education, American Council on Education, One Dupont Circle, NW, Washington, DC 20036.

ON THE CAMPUS

Enrollment's Up, But Women Still Pursue Traditional Careers

Women's enrollment in medical and law schools continues to rise according to admissions data for the 1979-80 school year. In medical school, the enrollment of women increased 6.8 percent between 1978-79 and 1979-80, with women now representing 25.3 percent of all medical students. Women also represent approximately 31 percent of the 122,801 law students attending 169 different institutions; a 5 percent increase from the previous academic year.

The Department of Health, Education, and Welfare's Office for Civil Rights provided degree data about women by race and ethnicity. At the undergraduate level, of the 900,00 students receiving bachelor degrees from both private and public colleges and universities in 1975-76, 45.4 percent were women.

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Among minority groups, the percentage of women who received bachelor's degrees was even higher. Fifty-two percent of the 92,000 minority recipients and 56.7 percent of the black graduates were women. These and other data are reported in the March, 1980 issue of *Manpower Comments,* Scientific Manpower Commission, 1776 Massachusetts Ave., NW, Washington, DC 20036.

Despite the recent increases, reports indicate most female college students are still pursuing careers in traditionally female areas where jobs are scarce and salaries low. In fact, data from the U.S. Census Bureau shows that female college graduates working full-time during 1978 earned only 60 percent of the salary collected by a man with the same education.

Although the number of female college graduates increased by almost 400 percent between 1950 and 1976, and the number of master's and doctorate degrees awarded to women for the same period rose 750 and 1,200 percent respectively, most women continue to major in traditionally female fields such as English and journalism, education, fine and applied arts, foreign languages and literature, library science, and nursing. For example, in 1976, 40 percent of all bachelor's degrees, 72 percent of all master's degrees and 56 percent of all doctorates received by women were in these six fields. Seventy percent of the increased number of doctorates earned by women between 1966 and 1976 were in traditionally female courses of study. These and other findings are reported in a recent study available free from Pearl M. Kamer, c/o Office of New York Statistician, School of Business, 205 Uris Hall, Columbia University, New York, NY 10027.

Enrollment for the 80's—Up or Down?

The American Council on Education (ACE) reports that the number of college age students will decline in the 1980's, but college enrollment may increase if colleges attract a new kind of student to their classrooms. The report notes that a majority of students already are older than the traditional college-going ages of 18-21.

Presently there are 11.9 million students enrolled in full-time and part-time higher education. By 1990 that number could dop by one million. The report, however, suggests 12 ways to attract new students and perhaps boost enrollment by nearly three million. It also urges colleges to reach out to adults, low-income students, and foreign students to try to reduce dropout rates. Copies of "Management Trends" will be available in late August from Division of Policy Analysis and Research, American Council on Education, One Dupont Circle, NW, Washington, DC 20036. Send $12.50 plus $2 postage and handling.

In another paper, ACE reported that only four of every ten incoming college freshmen will get their bachelor's degree four years later from the same school they enter. Another ten percent will graduate from the same school, but after more than four years. ACE stated that about 20 percent of incoming freshmen will transfer to another college and graduate. Twenty percent more will transfer and not graduate and ten percent will drop out all together. Copies of "Retention: tactics for the 80's" are available free from Janet Jackley or Kathy Henderson at Division of Policy Analysis and Research, American Council on Education, One Dupont Circle, NW, Washington, DC 20036.

Dartmouth Subsidizes Childcare Costs for Faculty Attending Seminar

Recognizing the barriers that parenthood may impose, DARTMOUTH COLLEGE (NH) recently instituted a policy of subsidized childcare for faculty members participating in the College's faculty seminars. The seminars are held once a month for thirteen months usually at dinner time. Stipends are offered through the dean's office to anyone having to hire a babysitter in order to attend the sessions. The subsidy is available to men as well as women when there is no one to care for the child at the scheduled meeting time. The system is designed primarily to increase the involvement of young faculty members who otherwise could not attend. For additional information contact Timothy Duggan, Dean of Humanities, Dartmouth College, Hanover, NH 03755.

Professors' Gender Affects Student Attitudes

Student attitudes toward female professors may differ because of gender according to a recent survey conducted by Linda Brown, a faculty member at the UNIVERSITY OF SANTA CLARA (CA). When 63 male and female college students were asked to check any of 300 adjectives that would best describe women professors as they really are, male students were far less likely than their female counterparts to view women professors as either logical or imaginative. More than half of the women students described female professors as "imaginative" compared to only one in five men. Seventy percent of the women used the term "logical" while only 21 percent of the men selected that adjective. Some male students characterized their women teachers as "cruel" and "nagging." For further information contact the English Department, University of Santa Clara, Santa Clara, CA 95053.

Women Report Sexism at Harvard

A report released in June 1980 by a graduate Women's Studies Coalition at HARVARD UNIVERSITY (MA), states that 91 percent of the female graduate students surveyed said that they had experienced sex discrimination while attending Harvard. An undergraduate report, released at the same time by the Radcliff Union of Students, concurs.

At Harvard, 15 percent of the faculty, 35 percent of

the undergraduates, and 33 percent of the graduate and professional school students are women.

The report included the following:

- Instances where professors tried to discourage women from some areas of study by suggesting that some courses were too "heavy" or "offensive." The areas of study were usually those dominated by men.
- One woman reported that a professor mixed slides of naked women in red high heels with photographs of various diseases.
- Another woman reported that a professor referred to a class consisting entirely of women as a "goddamned chicken pen."

In an effort to remedy the situation on campus the women recommended the hiring of more women faculty members, more courses on women's issues and a tighter campus-wide focus on sex discrimination and its ramifications.

Pulling Back Purse Strings On Sex Bias

In continuing its efforts to promote educational equity, the American Association of University Women (AAUW) is encouraging each member to withhold personal contributions from her alma mater until receiving documentation of improvements in educational opportunities for women. The suggestion appeared in a recent article in the May/June 1980 issue of *Graduate Women*. Entitled "Here Is A Way To Encourage Equity for Women" the article also includes a sample letter for alumnae to send to a school's president.

Mapping The Way to Campus Safety

In an attempt to improve security, PENNSYLVANIA STATE UNIVERSITY recently published a campus map showing well-lighted and well-travelled paths, and the location of emergency telephones. Prompted by representatives from the student council, the school agreed to finance the publication and distribution of the guide which was made available to all students as well as being posted on campus bulletin boards. The "Penn State Night Map" could be used as a model for other institutions wishing to reduce the number of crimes at their schools. For further information contact Joseph Healy Jr., Undergraduate Student Government Office, Pennsylvania State University, 203 Hub, University Park, PA 16802.

WOMEN'S STUDIES

Certificate Program Offered in Women's Studies

HOFSTRA UNIVERSITY (NY) has begun an 18-credit Certificate Program in Women's Studies. Sponsored by New College and the Division of Continuing Education, the program offers a series of courses oriented to the understanding of women and their roles in society through historical and social perspectives, and artistic accomplishment. For more information about the program contact Shirley Langer, Weed Hall, New College or Kathy Johnson, the Division of Continuing Education, Hofstra University, Hempstead, NY 11540.

Wisconsin Library Makes Room For Women's Studies

Women's studies is becoming an intrinsic part of the UNIVERSITY OF WISCONSIN's library collection and activities. The university library system publishes *Feminist Collections*, a newsletter containing information about women's studies resources in the Wisconsin library system. The newsletter includes periodical, book and media reviews; conference and workshop announcements; a summary of library activities in women's studies on the various campuses; information about feminist presses; descriptions of collections in other state libraries; and a discussion of issues involved in developing women's studies library collections. Intended to create a network among those interested in library-related women's studies issues, the newsletter is a model for other institutions planning similar publications or establishing women's studies collections. Subscriptions are available from Linda Parker, Women's Studies Librarian-at-Large, University of Wisconsin System, 112A Memorial Library, 728 State St., Madison, WI 53706.

Call for Papers on Women's Studies

The Women's Resources and Research Center (WRRC) at the UNIVERSITY OF CALIFORNIA, DAVIS, is accepting submissions for the working paper series in women's studies. Selected papers will be reproduced and made available at a minimal cost to interested scholars. A copy of each paper will also become a part of the WRRC library collection.

The intention of the series is to encourage, facilitate, and distribute research in the multi-disciplinary area of women's studies including research which is not easily published in the usual academic journals, such

RESOURCES NEEDED ON WOMEN'S STUDIES

The Project on the Status and Education of Women is collecting material and information on women's studies programs, courses and resources for display and/or dissemination at the Association of American Colleges' annual meeting in Denver. Scheduled for January 8-10, 1981, the meeting will focus on current issues confronting liberal education and what institutions are doing to meet the challenge. A special exhibit on women's studies will be featured. Single or bulk (50-300) copies of newsletters, posters, brochures, books and other resources are welcome. Materials cannot be returned. Please send all items to the Project at 1818 R St., NW, Washington, DC 20009 by December 1, 1980.

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as undergraduate research and "in progress" versions of eventually published work. Through the working paper series, the research papers are made available to the public.

Papers may be submitted at any time as this is an on-going project. Submissions should be sent to: Women's Resources and Research Center, T.B. 116 and T.B. 124, U.C. Davis, CA 95616.

Center Looks at Women's Literature

A Center for the Study of Women's Literature has recently been opened at the UNIVERSITY OF TULSA (OK). As part of the university's graduate program in modern letters, the center will offer courses at the masters and doctoral level while providing resources and a scholarly environment for the evaluation of literary works by women. Germaine Greer, recently appointed as Professor of Modern Letters, will direct the Tulsa center. For further information contact Gordon O. Taylor, Graduate Faculty of Modern Letters, University of Tulsa, 600 S. College Ave., Tulsa, OK 74104.

Women's Studies—For Your Information

Two recent publications contain valuable information and resources for institutions planning or improving courses and programs in women's studies. Single or bulk copies are available free from the University of Wisconsin System, Women's Studies Librarian-at-Large, Memorial Library, 778 State St., Madison, WI 53706.

- *Women's Studies Directory of Institution Program Administrators, Contact Persons, Committees and Programs* lists approximately 220 women's studies courses offerred at over 12 state postsecondary institutions and extensions. Intended to foster communication and cooperation among people in women's studies, the guide also includes faculty, librarians, administrators and researchers, and may be a useful model for other institutions planning similar resources.
- *New Books On Women and Feminism* is a bibliography of selected resources, periodicals and journals on topics as diverse as women in anthropology and women in sports. Over 200 entries are included in the briefly annotated collection which may serve as a useful guide for curricula and course materials.

As It Was: Women's Place in History

The contributions of women in history is the focus of recent conferences and publications.

- "The Search for Women's History: Reclaiming Our Past" was the theme of a week-long conference held last March at the UNIVERSITY OF SOUTH FLORIDA. The conference featured lectures and panels on several groups of women including activists; mothers and daughters in Latin, American Indian and Black cultures; women in medical fields; women artists; and southern women. The week's activities also included historical displays, films, exhibits by artists and several informal receptions. The conference may be a model for women's studies programs at other institutions interested in rediscovering the history of women. For further information and conference materials, write to Judy Ockshorn, Women's Studies Program, University of South Florida, Soc. 107, Tampa, FL 33620.
- After a proclamation issued by Governor James R. Thompson declaring March 2-8, 1980 to be Women's History Week, the Illinois Women's Agenda sponsored a state-wide celebration of women's history. Activities were designed to further citizens' knowledge of women's contributions as policy makers and community builders and included workshops on preserving records, oral history, and artifacts and small exhibits. For further information write to Illinois Women's Agenda, 53 West Jackson, Room 623, Chicago, IL 60604.
- Described as a compendium of women's history in this country, *Woman's History Source: A Guide to Archives and Manuscript Collections in the United States* is a two-volume reference book describing 18,000 public and private research collections about women. The collections include diaries, journals, correspondence, oral histories, photographs and organizational records. Major funding for the project came from the National Endowment for the Humanities. Volume I briefly describes the collections which are organized by state, city and institution. Volume II serves as an index. Edited by Andrea Hinding, the two-volume set is available at $175 from R R Bowker Co., Book Fulfillment Dept., P.O. Box 1807, Ann Arbor, MI 48107.
- Scheduled for Fall 1980 publication, *Women and History* will include monographs on the problems, positions and roles of women in different periods of history. The series will provide a new outlet for scholarly research on women's history. Published quarterly by the Institute for Research in History and edited by Eleanor S. Reimer, the first issue is a study of the role of women in developing policies for low-cost housing in the United States and England between 1865 and 1975. Single copies will be available in Spring, 1981 from the Institute at 55 W. 44th St., New York, NY 10036.

FELLOWSHIPS, AWARDS AND SCHOLARSHIPS

Faculty Fellowships, Where They Are—How To Get Them

Postdoctoral fellowships for women and minority faculty members interested in research on education

are available through the Institute for the Interdisciplinary Study of Education (IISE) at NORTHEASTERN UNIVERSITY (MA). Stipends are given to pre-tenured faculty members with two to three years of full-time teaching experience in institutions which emphasize research as a criterion for advancement and/or to faculty members in primarily teaching-oriented colleges, especially women's colleges and those serving minority populations. Applicants are also expected to have prior experience in educational research. Fellowships involve a full academic year of residence at Northeastern, on-going interdisciplinary research at IISE, and conducting a special research project. For further information contact M. Patricia Golden, Director, IISE, Northeastern University, 404, Leon St., Boston, MA 02115.

An honorary fellows program for women's studies researchers and scholars who are not affiliated with a college or university has been established by the Women's Studies Research Center at the UNIVERSITY OF WISCONSIN AT MADISON. Although currently unfunded, each of the one-year fellowships is intended to provide researchers and scholars with the benefits of a university relationship that includes access to facilities such as the Women's Studies Research Center and university library. For additional information contact Elaine Marks, Director, Women's Studies Research Center, 209 North Brooks St., Madison, WI 53706.

A *Guide To Faculty Opportunities Through the Federal Government* is a comprehensive list of fellowships, internships, research grants and contracts available to postdoctorate faculty members through the various federal departments and agencies. Published by the Association of American Colleges' Federal Resources Advisory Service (FRAS), the 60-page guide includes a variety of programs, especially those designed for junior and minority faculty members, and for faculty from small colleges who are interested in enhancing their teaching and scholarly abilities through the use of a larger institution's facilities. Single copies are available at $5 for AAC members and $7 for non-members from FRAS Books, Association of American Colleges, 1818 R St., NW, Washington, DC 20009.

Award For Research On Women

Women Educators' announces the Fourth Annual Research on Women in Education Award, to be presented at the American Educational Research Association meeting in Los Angeles, April 13-17, 1981. Published or unpublished research reports in journal article format on any aspect of women in education are eligible, if conducted or written during 1979-80. The deadline for entries is December 15, 1980. Five copies of the entry (on four of which the author is not identified), and five copies of a 200-250 word abstract of the entry should be sent to Carol Shakeshaft, Coordinator Elect, Women Educators, School of Education, Hofstra University, Hempstead, New York 11550.

NSF Gives Support to Science Career Workshops

Over $1 million has been awarded by the National Science Foundation (NSF) to colleges and universities sponsoring science career workshops and projects for women this winter and fall. The workshops will be held at 17 different schools and are designed to encourage more women to choose careers in scientific and technical fields. Approximately 3,000 graduate and undergraduate women are expected to participate. For additional information write NSF, Rm. 531, 1800 G St., NW, Washington, DC 20550.

Postsecondary Opportunities for Minorities and Women

A Selected List of Postsecondary Educational Opportunities for Minorities and Women, published by the Bureau of Higher and Continuing Education at the U.S. Office of Education lists specific information about loans, scholarships and fellowship opportunities as well as general information on how and where one may seek out general assistance to prepare for an education or career. Selected opportunities in fields where minorities and women are underrepresented are also included although they are not expressly for these populations. Prepared by Linda E. Byrd and Carol J. Smith, the 100-page publication may serve as an incentive for more women and minorities to pursue nontraditional fields of study. Single copies of the most recent edition are available from Carol J. Smith, U.S. Office of Education, Bureau of Higher and Continuing Education, 1100 17th St., NW, Washington, DC 20036.

RESOURCES

Diminishing Returns For Women

According to data appearing in "World 1980," a newsletter from the World Conference of the United Nations Decade for Women, Division for Economic and Social Information, women equal:

- 50 percent of the world's population;
- 33.3 percent of the official labor force;
- perform for nearly 66.6 percent of all working hours;
- receive 10 percent of the world's income; and
- own less than one percent of the world's property.

Copies of "Women 1980," No. 3, are available free from Ms. Ellis, Room A555, Office of the Decade for Women, 1980 World Conference for Women, United Nations, New York, NY 10017.

Harvard Review Looks at Women In Education

The February, 1980 *Harvard Educational Review* contains an array of articles and essay reviews on various issues and concerns of women in education.

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"Women and Education-Part II" is a special edition and celebrates the publication's 50th year in print. Among the topics discussed are advancement of women in school administration, sexism in teacher education texts, anxiety and mathematics, employment and education of Mexican-American women, and a critical summary of private and government support of women's programs in the U.S. and abroad in the 1970's. Single copies of the 128-page *Review* are available at $7 from *Harvard Educational Review,* Longfellow Hall, 13 Apian Way, Cambridge, MA 02138.

Want To Be An Intern? Here's How to Do It

Internships provide women with the opportunity to enhance an education, explore career options and acquire work experience and skills necessary for a particular profession. Several publications listing programs open to women are now available.

- *Internships in Washington, DC With A Focus On Women,* published by the Women's Equity Action League Educational and Legal Defense Fund, contains information on opportunities with women's rights advocacy organizations in the nation's capital. Each entry includes descriptions of the skills required; application procedures and deadlines; and specific goals of the various organizations. The 18-page guide is useful to graduate students, career changers, re-entry women and retired people. Single copies are available free from WEAL Fund, 805 15th St., NW, Washington, DC 20005.
- *Internship Programs For Women* by Kathryn L. Mulligan describes the special need for programs designed for re-entry women, low-income women and students, and lists over 40 programs currently serving these populations. Funded with a grant from The Ford Foundation and published by the National Society for Internships and Experiential Education, the 80-page booklet is available at $3 from the National Society for Internships and Experiential Education, 1735 Eye St., NW, Washington, DC 20006.
- *Directory of Washington Internships* contains listings of opportunities for college, graduate and secondary school students in Washington throughout the year. Published by the National Center for Public Service Internship Programs, the 107-page guide includes descriptions of internships with public interest and research organizations, human service, business and economic groups, congressional internships and independent internship programs. Also included is information on requirements, remuneration and housing if available, and a bibliography of related resources. Single copies are available at $9.50 from the National Center for Public Service Internship Programs, 1735 Eye St., NW, Suite 601, Washington, DC 20006.

Networking: Nine Easy Steps

Starting a woman's network may be as easy as counting to ten, according to a recent article in *Working Woman.* "How to Start A Women's Network" by Mary Scott Welch describes nine steps for women interested in organizing a woman's network in their community or on campus. The article, which appeared in the March, 1980 issue of the magazine, is excerpted from Welch's book, *Networking,* published by Harcourt Brace and Jovanovich and may be useful for directors of campus women's centers and other educational administrators who are planning to establish formal connections between existing campus groups. Also included is a brief illustration of how one particular network of corporate and professional women in Pennsylvania began. The March, 1980 issue is available at $1.50 while supply lasts from *Working Woman,* 600 Madison Ave., New York, NY 10022.

Working Woman also published in the same issue, the "First National Women's Network Directory," an 8-page listing of professional and regional women's networks across the country and in Canada. Single copies are available at $1 prepaid from Network Directory, *Working Woman,* 600 Madison Ave., New York, NY 10022. For orders of 100 or more, send $.75 per copy. Checks are payable to Working Woman.

Sex Equity Resources from Michigan

The Michigan state board of education has published a series of booklets designed to eliminate and prevent discrimination based on sex in state educational programs.

The materials are useful as a model for other states planning similar projects to promote sex equity in education. Single copies are available free from the Office for Sex Equity in Education, Department of Education, P.O. Box 30008, Lansing, MI 48909. Included in the series are:

- *A Student Guide To Title IX,* prepared by the office for sex equity in education, outlining the rights and responsibilities of students under Title IX. Although designed specifically for high school students, the 10-page booklet also applies to students at postsecondary institutions.
- *Athletic Scholarships for Women in Michigan Colleges and Universities,* a 31-page booklet which lists scholarships available for women by sport. Prepared by the office for sex equity in education, the publication also lists by institution, the number of scholarships and total monies available, what the scholarships cover, deadlines, and the person to contact at each school. The booklet is a useful reference for counselors, teachers and athletic directors as well as for prospective postsecondary students.
- *Bias Review Procedure, a Procedure for Detecting and Documenting Sex, Race and Other Biases*

in Educational Materials. Written by James P. Bebermeyer of the office of career education, this 8-page booklet describes how to review curriculum materials in order to detect race, sex and other forms of bias. Also included are suggestions for selecting and acquiring non-biased educational materials.

- *Guidelines for Eliminating and Preventing Sex Discrimination.* This 24-page pamphlet contains a review of federal and state sex discrimination legislation; a policy statement of the state board of education; and suggested guidelines for alleviating sex discrimination in educational agencies, and in programs, activities and curricula within elementary, secondary and postsecondary institutions.
- *Program Activities 1979-1980,* a 10-page listing of activities that have been designed as priority programs by the office for sex equity in education. Included are descriptions of workshops, newsletters, conferences, on-going projects, speakers and materials designed to promote sex equity in education.
- *The Report on A Review of Michigan School District Compliance With Title IX,* October 1979, published by the office for sex equity in education. Included are the results of a 1979 survey of 74 Michigan school districts which might be useful for teacher training programs. The report analyzes the districts' procedural compliance with Title IX regulations and reviews selected districts' operations, programs and services such as athletics, student employment and coaches' pay. The report also identifies areas in which technical assistance to achieve Title IX compliance in school districts throughout the state should be provided.

College Board Publishes Tips for Understanding CETA

The Comprehensive Employment and Training Act: A Guide for Educators describes the purpose and background of the Comprehensive Employment and Training Act (CETA), and current CETA-funded programs at secondary and postsecondary institutions. Written by Paul L. Franklin and published by The College Board in New York, the publication also contains tips for seeking CETA funding which may be useful for institutions and organizations developing certain women's programs. Single copies of the 110-page publication are available at $6.50 from College Board Publication Orders, Box 2815, Princeton, NJ 08541.

A View from the Courts: Cases in Point

Equal Employment Opportunity Court Cases is a collection of more than 100 U.S. Supreme Court and U.S. Court of Appeals cases dealing with issues of employment discrimination and equal opportunity. Published by the U.S. Office of Personnel Management, the 146-page booklet summarizes the facts, issues and decisions of the individual cases. Although few of the cases involve educational institutions, the principles enunciated by the courts are likely to apply to these institutions. Copies are available free from OPM, Office of Inter-governmental Personnel Programs, P.O. Box 14184, Washington, DC 20044.

AFI Turns Spotlight on Women in Film/TV

Women In Film/Television Factfile No. 5 is the fifth in a series of information pamphlets recently published by the American Film Institute. Included in the publication are lists of local and national resources and organizations, production units and distributors of women's films and video; a selected bibliography of recent books, catalogs and literature on women in film and television; educational programs offered in the United States and Canada, film festivals and periodicals. Single copies of the 33-page publication are available prepaid at $3 for non-members and $2 for members from American Film Institute, National Education Services, The John F. Kennedy Center for the Performing Arts, Washington, DC 20566. Make checks payable to AFI.

project on the status and education of **women**

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Lend A Hand, Become A Project Associate*

When the Project began in 1971, we mailed publications to barely a thousand people. Today our mailings go to 15,000 key persons in higher education. We answer about 600 inquiries each week. We have published more than 100 original papers on all aspects of women's participation in education—from affirmative action to the prevention of rape on campus. The Project also plays another role—we speak out for both women and institutions against bureaucratic doubletalk and delay. We prod the federal bureaucracy to produce regulations which are not onerous or disruptive.

Just as our outreach has grown, so has the financial burden outgrown our sources of funding. We need your participation to continue our free services. This guaranteed readership assures the broadest possible impact on the thinking of people in higher education, including those who are still lukewarm to the issues of women.

We ask you to join in our work by becoming an Associate of the Project. As an Associate you will not only receive all the Project's regular mailings, but also a Special Report only for Associates. Your contribution of $15, $25, $50, $100 or more will help bridge the gap between law and substantive change. The Association of American Colleges is a tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code.

Checks should be made payable to **Association of American Colleges.**

* The Project extends special thanks to all who have contributed to our efforts thus far.

YES, I want to help women achieve true equality in higher education. I want to become an Associate of the Project.

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Did you know that the Post Office does not forward third class mail? When your address changes *OCWW* cannot follow unless you give us notice. If you have moved recently, or wish to be on the Project's mailing list, please fill out this form carefully, and check the appropriate box. Don't forget to include the information relating to your organizational affiliations and/or special interests relating to women in education. For example, it would be helpful for us to know that you are not only an academic dean but also the campus Title IX coordinator and an active member of the League of Women Voters.

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